



The BLUE WAVE

Volume VI • Number Four • WINTER 2010/2011

For the Cincinnati Police Department officers, civilian employees, retirees and their respective families.

When *The Blue Wave* began in 2005, four of these individuals were on the Communications Advisory Council which provided invaluable guidance as to content and tone. The fifth, Fran Cihon, was instrumental in scheduling, helping make contacts and providing other assistance. From the left are Executive Manager of Police Relations S. Gregory Baker, Lieutenant Kurt Byrd (in 2005 the PIO, now in Intelligence), Police Officer Katie Werner (Data Integration Section), Lieutenant Larry Powell (then in charge of Community Oriented Policing, but as of January 7 retired from CPD), and Administrative Technician/Media Liaison Fran Cihon. We are grateful to them all.

-Photo by Rick Adams

EXPLOSIVE DETECTION CANINES

When it comes to homeland security, many people immediately think high tech such as the scanners at airports checking passengers and luggage or security cameras. But another important anti-terrorist tactic is as old fashioned as it gets: the powerful nose of man's best friend.

The Department's Explosive Detection Canines are two teams: Specialist Patrick Murray and Jake, an 11-year-old Labrador Retriever, and Officer Mike Ammann and Rex, a seven-year-old German Shepherd. When the teams were formed in 2002, there was initially a third member, Greg Ventre, but after his promotion to sergeant it was decided two teams would suffice.

Ammann's first dog died of cancer in 2008 and he then received Rex as his new partner. Born and raised in Czech Republic, Rex is trained to Czech commands. He also spent eight months working as a bomb dog in Iraq. Murray's dog Jake, on the other hand, "speaks" (okay, responds to!) English and has been with the unit since it was formed. Both dogs were obtained from Vohneliche Kennels in Indiana, where Murray and Ammann received three weeks of intensive training with their dogs, putting in 50 to 60 hours a week during their initial instruction.

It takes about a year for the dog and his trainer to truly bond and become proficient in what they do, but the training never stops. "We train almost daily," said Ammann. "A bomb dog is never allowed to miss. If a drug dog goes into a school and misses a pound of



Specialist Pat Murray (left) and Jake and Officer Mike Ammann and Rex

marijuana, we'll get that drug dealer later one way or another. If a bomb dog misses a pound of dynamite, someone can get seriously hurt. We train hard not to miss."

Both dogs are trained to 25 odors with seven primary odors required for certification. Explosives can be a mix of various substances and the dogs have to be able to recognize other components.

Much of the work is pre-emptive searches. Prior to every UC event the men and their dogs go in and search the area which is then secured by other officers who stand guard. Before all Bengals games, the CPD dogs, the Sheriff Department's two dogs and two dogs from Vohneliche Kennels go into action. CPD is responsible for exterior searches of every vehicle that enters the garage. Even Bengals

continued on page 3

INSIDE THIS ISSUE

Explosive Detection Canines . . .	1
Chief's column	2
Six Years of <i>The Blue Wave</i>	4
Rotary Club Winners	6
Transitions	7
In Memoriam	7
Where in the World	7
VIPSs Serve Holiday Dinner . . .	8



FROM THE DESK OF . . .

Colonel Thomas H. Streicher, Jr.,
Cincinnati Police Chief

Tightening our belts

Every officer and civilian employee here is aware of the aggressive efforts we have made to reduce expenses. We are doing all we can to prevent a layoff. Without a doubt we have the best and brightest contingent of people working here that the agency has ever had. We do not want to lose anyone.

Unfortunately, one of the money saving steps taken is putting the production of *The Blue Wave* on hiatus until the economy and the budget eventually improve. This is the last issue for the time being and it is four pages shorter than usual to further cut costs.

I hope a future chief will be in the financial position to bring the publication back, because I have seen what an effective tool it can be. *The Blue Wave* has enabled us to showcase our accomplishments to our own people as well as keep our families and our retirees informed on our progress. Police work means a lot of exposure to the negative side of society, but there is also a very attractive side of the agency. We want our family members to be proud of us and understand our capabilities and our retirees to know their efforts in the past led to what we are today.

I am grateful to Bridges for a Just Community, Procter & Gamble, and Federated Department Stores, whose initial funding helped start the newsletter, and Hollister, Trubow & Associates, the firm who wrote, edited, and produced the publication. I also want to thank the many people in the agency who provided input. The newsletter became a part of the Cincinnati Police Department and I, too, will miss it.

Passages

In 1981 when I celebrated my tenth anniversary in policing I remember thinking how fast the time had gone by. Ten years! It was hard to believe. Then in a blink of an eye, I'd been in the Department for 20 years, then 25, and in 2001, as I hit the 30-year mark, I was really wondering where the time went. Now with my retirement weeks away, I have the distinction of having been in policing for four decades. I'm still wondering how it all happened so fast.

When I started we worked with manual typewriters and carbon paper. I have said that a few times in front of some young officers and been asked what carbon paper was! With computers today, you hit a few buttons and there is almost instant access to a phenomenal amount of data, cross references, and other information that enable us to do our jobs faster, more accurately and economically, saving untold man-hours of tedious research.

Policing has evolved with society. One way the Department has improved in recent years is the hiring of people with varied back-

grounds and different types of knowledge. For many years, the cops had to do it all and they came from similar backgrounds. Now we know that a wide variety of expertise and experience are needed to run an effective, efficient agency. In addition, many citizens have become our partners in building a safer community.

Today's young officers are incredibly smart, intelligent people. They have the benefit of the training which incorporates what we've learned from the mistakes made in the past. The realistic training scenarios have made a difference in how savvy our new officers of the last few years have been. They hit the streets much better prepared to deal with a variety of situations.

As we progress, only two things hold us back. One is our creative imagination and the other is money. Right now the financial situation is hurting us and we all feel the frustration.

As difficult as it is, we will come out of it again, just as we did after the hiring freezes and layoffs of the 70s and 80s.

The greatest satisfaction I have as I close my years here is I am able to say I am associated with each and every person who ever was, who currently is, and whoever will be associated with the

Cincinnati Police Department. That is a special privilege that is as important to me as my family, and I believe my family feels the same way. My mother, my sisters, my brother, my daughters, and my wife, are all proud to have policing and public safety as part of our lives. It started with my dad who was here from 1947 to 1976. My youngest daughter is a firefighter, and continues our tradition of public service that has been alive and well for over 60 years now. My two-year-old granddaughter doesn't know what her grandpa does, but she likes to tug on my badge...she wants one of those!

It has been a whirlwind experience. There have been tough times, but I have met wonderful people along the way. I walk away from this thinking every day has been a good day, although some days have been *a lot* better than others!

As I have often done in closing this column, I want to thank you. Past, present, and future, I thank each of you for all you have done to make the Cincinnati Police Department one of the finest law enforcement agencies in the world.

I walk away from this thinking every day has been a good day, although some days have been a *lot* better than others!

The recognition from the International Association of Chiefs of Police for excellence as a law enforcement agency is a reflection on both past and current staff.



EXPLOSIVE DETECTION CANINES *continued from page 1*

owner Mike Brown and Coach Marvin Lewis have their vehicles searched.

CPD also conducts exterior searches of storage units throughout the city on a random basis. “We haven’t found anything illegal in storage yet, but have turned up fireworks or firearms that hunters have legally stored there, rather than in their homes. People are generally cooperative about coming down and letting us look through their units when our dog has alerted us to something explosive inside,” said Ammann. “However, if the renter’s behavior was suspicious or uncooperative, we’d take whatever steps to investigate that are necessary to keep the community safe.”

Periodic bomb threats at the Justice Center, City Hall or schools call out the explosive detection teams. “We don’t want anyone to take such threats lightly. We’re here to serve them and make sure things are safe. When a threat is called in, we respond immediately,” said Murray. If something is turned up, then the Fire Department’s bomb technicians are called in to investigate and disarm the device.

Whenever a dignitary visits, the teams do a depth search behind the scenes of whatever areas will be visited and then the area is secured until the dignitary leaves. These high security searches are done in concert with a bomb tech.

“We have a good relationship with the County’s bomb dog teams and the Fire Department bomb techs and help one another out regularly with whoever’s jurisdiction it is taking charge of coordination,” said Murray. “We’ve gone into Kentucky, Indiana and distant counties in Ohio to help out. Chief Streicher has won a lot of fans for the Department because of his support for using our expertise to help others facing a threat.”

When the dogs detect one or more of the scents they are trained to, they will sniff past it until they reach the point where the scent disappears. “They then bracket the scent, by returning the other way, walking back and forth a few times until they pinpoint the spot where the scent is strongest,” said Murray. At that point the dog will sit quietly. “You don’t want a bomb dog scratching at a suspicious odor so our dogs are trained to give passive alerts,” said Ammann.

The reward for finding a scent is playtime with a tennis ball. The dogs look upon their work as fun because of that time with the coveted tennis ball. Jake, the Lab, is “play driven” and wants nothing more than to romp with the tennis



Jake, Specialist Pat Murray's canine partner, has bracketed the scent of an explosive material and sits down at the spot where the scent is strongest, passively signalling its presence and location.

ball. Rex, on the other hand, is more “prey driven” treating his tennis ball as the desired prey.

Although the teams have been located in several different areas, now all of the Department’s canine teams (patrol, drug, and explosive detection) are located together which helps with training and administration. “They all search with their noses,” smiled Sergeant Dan Hils, who supervises the canine teams.

Hils noted that an important aspect of anti-terrorism strategy is being able to change as our country’s enemies change their tactics. Al Qaeda has been determined to be putting more effort into everyday life local disruptions.

“That’s why we deploy to public gatherings in the populated centers such as downtown and look around. If they spot something that looks out of place, like an SUV with tinted windows parked somewhere for awhile, they check it out. We are very visible and want people to know we are watching. Vehicles are being used right now and we are checking them. When the bad guys decide on something else to use, we’ll respond and change as we need to,” said Hils. “We know when something doesn’t look right and we move on it.” 🐕

REMEMBERING *By Patsy Trubow, Editor*

Back in 2002, the firm in which I am a partner, Hollister, Trubow & Associates (HT&A), was engaged by the National Conference for Community and Justice (now called Bridges for a Just Community). We were asked to conduct a “communications effectiveness study” that would assess how the Cincinnati Police Department (CPD) was communicating with various audiences that were critical for its successful operation. We were looking at credibility, sources of information, flow of influence, and continuity.



The deeper we got into our work, the more intrigued we became with how many “good stories” we heard that were not widely shared even within

CPD. It was also clear that most of those with knowledge of the good stories rarely shared them outside the office. Officers and civilian employees went home to rejuvenate and just as they tried to leave the difficult news at work, they also left the good stories at the office. Plus, once people retired from CPD, they were essentially out of the information loop. The news about the many accomplishments that happened here stayed here.

Among the recommendations in our 2003 final report was that an internal newsletter be started to get the good news out to the “CPD family.” Two years later, after Bridges had obtained funding to underwrite the initial costs, we were asked to come back and edit/produce a newsletter.

We almost said no. Our firm specializes in research and strategic planning. Although I have edited many publications in my career, I had not done a newsletter in a long time. But I had enjoyed the research project at CPD and had a strong vision of what was needed. I agreed to return to my editorial roots and undertake the project, intending to turn it over to someone within CPD after a year. For various reasons that did not happen, but what a wonderful ride the experience has given me.

The Blue Wave (BW) became a labor of love and along the way we made many

friends at CPD. I have developed a tremendous admiration for this Department.

Nearly every person interviewed for an article has said “even the people working here don’t fully understand this” as we developed a story highlighting new technology or explaining procedures in special units. Family members have told us “now” they have a better understanding of their loved one’s work. And the retirees have been great, sharing anecdotes about how things used to be and their pride in how CPD functions today. They value staying connected and feel better informed and able to speak up about the CPD of today in their own circle of friends and family.

As editor, I have many people to thank. Foremost is the talented graphic designer, Barb Smith of Lamson Design. Each issue Barb has taken text, photographs and rough concepts and turned out attractive layouts that enhanced the content. Rick Adams of Rick Adams Photography has supplemented my photography and done the special or more difficult shots, including each issue’s popular masthead photo (the one on the upper left front cover). They are both outstanding professionals.

Thanks also go to my partner, Peter Hollister, and two of our HT & A associates, Judith Bogart Meredith and Laura Carr, for their input and assistance along the way. Peter, in particular, has been integral to the newsletter’s success.

When the first issue was being planned, an advisory committee was formed to suggest stories and otherwise provide guidance. They also opened many doors. *BW* would not be what it is today without their input. Some of the primary people who helped early on appear on this issue’s masthead photo. I cannot thank them enough for all they did.

While Chief Streicher was not on the advisory committee, he was openly supportive and available to me each issue. I have worked on newsletters where the CEO wanted to be in



every picture, every story. In contrast, Chief Streicher has always wanted to focus on others and was integral in one of *BW*'s most popular features: the masthead photo. When several design concepts were presented to him before the first issue, he liked our top recommendation, but asked if instead of a line drawing representing officers, we could have a photo of people who actually worked here, including civilian employees. We loved the idea and I made the decision to make it a different group of people each time. As of this issue, 95 different people (plus one dog and one horse!) have appeared in those masthead photos.

Lieutenant Kurt Byrd, who was the public information officer when *BW* started, was unfailingly helpful those first few issues when I was unknown and encountering a level of suspicion. He deserves credit for suggesting one of *BW*'s most popular features, the "Where in the World Are They Now?" stories on retirees.

In addition to those who served on the Communications Advisory Council, assistance was provided by many people who shared photos they had shot, suggested stories or alerted me to events. They have checked spelling of names, verified facts, looked up esoteric, but necessary, data for articles, kept me from making a faux pas, or otherwise assisted. Rarely a week has gone by without an e-mail from someone with a great idea. I am sorry I could not act on them all. There was one story, however, that I am deeply grateful I never had cause to write: no officers have been killed in the line of duty during my tenure.

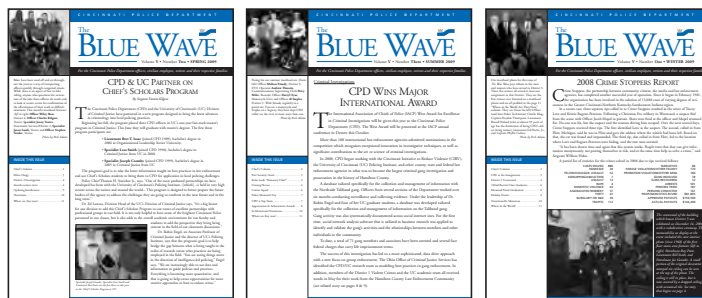


In the interest of space, the ranks or titles are not listed, but other people who have been particularly helpful through the years are: Joann Alexander, Greg Baker, Debbie Bauer,

Christine Briede, Mark Briede, Sharon Byrd, Glenna Carter, Phyllis Caskey, Fran Cihon, Cindy Combs, Matt Cornacchione, Mike Cureton, Vince Demasi, Michelle Faulkner, Eric Franz, Gloria Frye-Everson, Jerry Gramke, Dan Hils, John Homan, Paul Humphries, Eliot Isaac, Shannon Johnson, Danita Kilgore, Marcy Lamb, Tom Lind, Alan March, Marilee Neudigate, Mike Neville, Russ Neville, Larry Powell, Dick Schmalz, Louise Shields, Terri Theetge,

Tom Waller, Katie Werner, and Jim Whalen. There are more who have assisted and I wish I could list every single one of you. The people who were interviewed were gracious and generous with their time and information. You all made my work a lot of fun.

Once again, thank you all. *The Blue Wave* has been a wonderful journey and we at HT & A are proud of our relationship with the Cincinnati Police Department. 🦋



- 18 issues between Summer 2005 and Winter 2011
- 141 award recipients covered
- 8 graduations covered (98th through 102nd Academy classes, 2 canine and 1 mounted)
- roughly 800 different officers, civilian employees, volunteers, retirees, and family members photographed at least once (about 90 percent with names listed)
- Where in the World stories on 78 retirees (and one retired horse)



ROTARY CLUB AWARDS

Several members of the Cincinnati Police Department (CPD) were honored on Dec. 9, 2010, by the Rotary Club of Cincinnati.

Valor/Hero

Central Vice Control Section (CVCS) officers were recognized for their actions this past September 18 when they saw members of the Iron Horsemen motorcycle gang outside a bar in Camp Washington. Because of recent assaults during hostile "takeovers" of liquor businesses by rival gang members, the officers investigated. One gang member opened fire on both uniformed and plain-clothes officers as they approached. The CVCS officers returned fire to protect themselves and others. One officer was struck down by the suspect's gunfire; despite his wound he dragged himself to cover

aided by fellow officers. As a second officer left his car, he was shot in the leg and returned fire despite falling to the ground. Although unable to stand, when he saw the shooter turn his attention towards other officers, the wounded officer shot a second volley of gunfire to protect them. The CVCS officers displayed courage and poise in the face of a life-threatening incident. Because they are undercover, their commander, Paul Neudigate, accepted on their behalf.

Superior Achievement

Lieutenant Arthur Frey was honored for his 35-year career of civic service. Throughout his career, Frey has shown a strong work ethic, outstanding investigative skills and leadership abilities. As a supervisor in the Central Vice Control Section, he has

worked closely with other law enforcement agencies at local, county, state and federal levels. In 2003 he implemented a cooperative effort involving personnel in both the Investigations and Patrol Bureaus using statistical analysis and citizen input to identify problem areas and target the drug offenses, violent crimes, and prostitution there. He consistently demonstrates a high standard of professionalism and a management style that inspires the performance of all who serve with him. He combines his enthusiasm and "can do" attitude with integrity and expertise to promote CPD's vision statement. Frey has served with complete dedication to the Department and the City in all his assignments. He is the last active CPD officer to have served in the Vietnam War.



Career Enhancement

Sergeant Joseph Milek was honored for his exemplary performance and continued efforts to improve himself professionally. He joined the CPD in 1993 after serving in the US Air Force, and his excellence as a beat officer soon led to assignments in the Central Vice Control Section, the Neighborhood Unit, and as District Investigator. Promoted to Sergeant in 2001, he has continued to distinguish himself in Internal Investigations, Central Vice Control, Inspections, and the Vortex Unit. Milek recently coordinated Over-the-Rhine's efforts in the Cincinnati Initiative to Reduce Violence project. A graduate of the Southern Police Institute's Administrative Officers Course, he recently completed a master's degree in criminal justice at Xavier University, and is now an adjunct professor for Xavier. Milek is considered an outstanding role model for other officers and a superior supervisor.



Administrative Excellence

Sergeant Danita Kilgore was recognized for excellent execution of administrative duties. In her various assignments since joining the CPD in 1998, she has been a dedicated, conscientious professional. Currently the Public Information Officer and Executive Officer to the Police Chief, Kilgore coordinates media relations and is a liaison with other agencies and community organizations. She participated in the Cincinnati Chamber's C-Change Leadership Development program for young professionals. As a member of the Mayor's Young Professionals Kitchen Cabinet she worked to increase awareness of infant mortality and ways to reduce it. Currently enrolled in the Urban League's African American Leadership Development Program for emerging leaders, Kilgore uses her intellect, work ethic, strength of character and tenacity to succeed. 🏆



TRANSITIONS



IN MEMORIAM

PROMOTIONS

Congratulations to the following employees who were promoted between August 1 and December 31.

Promotions – Sworn Personnel

Lieutenant Paul Neudigate to Captain, Central Vice Control

Sergeant Jay Johnstone to Lieutenant, District 4

Sergeant Aaron Jones to Lieutenant, Internal Investigations

Sergeant Maris Herold to Lieutenant, Information Fusion

Specialist John Ryan Hudson to Sergeant, Highway Interdiction

Officer Andrew Mitchell to Sergeant, District 1

Officer Chantia Pearson to Sergeant, District 1

Officer Michael J. Bell to Police Specialist, Central Vice Control

Officer Daniel Cavanaugh to Police Specialist, Southern Ohio Fugitive Apprehension Strike Team

Officer Christopher Perry to Police Specialist, Highway Interdiction

Officer Heather Saidler to Police Specialist, Violent Crimes

Officer Bradford S. Smith to Police Specialist, Traffic

Officer Brian R. Tracy to Police Specialist, Traffic

Promotions – Civilian Personnel

Kathleen Brackett to Administrative Technician, Records

RETIREMENTS

The following individuals retired between August 1 and December 31. We are grateful for their years of service to the Department and wish them a long and happy retirement. They will be missed.

45 years

- Captain Richard Schmalz, Communications (41 years with CPD, 4 with City)

38 years

- Specialist Paul G. Meyer, District 5

35 years

- Specialist Harold D. Hughes, Intelligence

30 years

- Lieutenant Denise C. Carpenter, Youth Services
- Administrative Technician Diane M. Doll, Investigations
- Officer Eric D. Smoot, Youth Services

25 years

- Emergency Services Dispatch Supervisor James R. Blake, Communications

23 years

- Clerk Typist 2 Martha R. Sherrill, Records

22 years

- Specialist Darryl R. Chatman, District 5

Correction: In the previous issue Donna Smith was incorrectly listed as having retired after 20 years. Ms. Smith, an Operator/Dispatcher, served 30 years with CPD. We regret the error and thank her for all 30 years of her service.

The Personnel Unit received notice that the following individuals passed away between August 1 and December 31, 2011. We remember their service to the Department and wish to express our condolences to their respective families.

Officer George Schneider, of Cincinnati, died August 4, 2010, at age 87, served from 1951-1976

Sergeant William C. Wietmarschen, of Cincinnati, died August 11, 2010, at age 85, served from 1952-1978

Officer Herman A. Bill, of Batavia, died August 18, 2010, at age 85, served from 1956-1979

Lieutenant Herschell H. Hall, of Alexandria, KY, died September 21, 2010, at age 85, served from 1947-1977

Specialist Gregory A. Hill, of Cincinnati, died October 3, 2010, at age 51, served from 1981 until the time of his death

Officer William S. Wright, of Lakeland, FL, died October 17, 2010, at age 76, served from 1960-1986

Officer Joseph D. Lind, of Cincinnati, died November 7, 2010, at age 75, served from 1958-1991

Captain Bruce F. Bell, of Jamestown, KY, died November 20, 2010, at age 89, served from 1948-1977

Detective William B. Wilburn, of Union, KY, died December 18, 2010, at age 92, served from 1947-1977

EVER WONDER WHAT HAPPENED TO YOUR CO-WORKERS AFTER THEY RETIRED? THIS COLUMN GIVES BRIEF PROFILES ON A FEW CPD RETIREES EACH ISSUE.

WHERE IN THE WORLD ARE THEY NOW?

SERGEANT URBAN "SONNY" EBERT

Retired 1990, 32 years

Sonny Ebert retired from CPD one Sunday in July 1990 and the next day became a Roy Taylor's Uniform sales rep, with CPD as one of his customers. This last July he retired again, "20 years to the day." Sonny and Carol have been married for 50 years, live in Delhi Township and have four children, 17 grandchildren, and two great-grandchildren. He enjoys golf and plays often. He and Carol are going to spend late winter in Florida and will attend the CPD reunion in Ruskin. Son-in-law Sergeant Dan Hils keeps up the family's policing tradition. "I'm glad they didn't have to lay off any officers during the last budget crunch. I miss the guys I worked with; policing was a great career."

SPECIALIST DENNIS POHL

Retired 2002, 30 years

After leaving CPD, Dennis Pohl worked at Hamilton County Coroner's Lab on a grant for two years. There he handled equipment that computerized photos of shell casings and bullets matching them against other crime scene castings. Fully retiring in 2004, he plays golf at least weekly with friends. He and Marcia enjoy cruises and will soon be on one in the Caribbean. The couple has two grown children; their son is an FBI agent in Chicago and their daughter is a designer in Cincinnati. Married for 39 years, Dennis and Marcia live in Anderson Township. "I was in SWAT for 16 years of my career and really enjoyed the training, but I like being retired now and can always find enough things to do!" 🐾

inside this issue

Explosive Detection Canines

Chief's column

Rotary Awards

Six Years of *The Blue Wave***VIPS PROVIDE D1 HOLIDAY DINNER**

The group that serves as goodwill ambassadors in the downtown area once again provided a holiday dinner for District 1 officers who worked Christmas Eve and Christmas Day. Volunteers in Policing (VIP) secured donations from 16 downtown businesses and individuals using the proceeds to keep a buffet table stocked from Christmas Eve afternoon on covering all shifts through and including Christmas evening. Special thanks go to Rich Cappel, his daughter Becky, and Vic Caproni who led the volunteer effort aided by several others in the VIP group. Shown enjoying a late lunch on Christmas Day are (left to right) Police Officer Keith Spurling, Police Officer Brian Bolte, Lieutenant Marilee Neudigate, Police Officer Al Staples, Police Officer Travis Brown, Sergeant Chris Taylor and Police Specialist Craig Ball.

**BACK ISSUES OF
*THE BLUE WAVE***

There is a small volume of overruns of past issues of *The Blue Wave* available for anyone who would like one. They are available at the Greater Cincinnati Police Historical Society Museum (adjacent to the Credit Union). For information on receiving a past issue or for an index of all past articles with the issue of appearance, contact the Museum at 513-300-3664, via e-mail at director@gcphs.com or by writing or visiting 959 W. 8th Street, Suite 201, Cincinnati 45203. You may also contact Editor Patsy Trubow at 859-746-0100 or e-mail her at Trubow@HollisterTrubow.com.



The Blue Wave is a quarterly publication issued by the Cincinnati Police Department for its officers, civilian employees, retirees and their respective families.

Chief of Police
Colonel Thomas H.
Streicher, Jr.

Production Supervision
Hollister, Trubow &
Associates

Editor and Photographer
Patricia A. Trubow, APR

Design
Barbara Smith,
Lamson Design